

**STATE DISABILITY INSURANCE 101 COURSE
PARKING LOT QUESTIONS AND ANSWERS**

**LAST UPDATE
8/27/2019**

Parking lot questions and answers below are to answer general questions, and are not intended for addressing specific scenarios.
For individual assistance, please contact the PPSD Statewide Customer Contact Center at (916) 372-7200.

##	Date	Topic	Question	Answer	Source
1	8/1/2019	674D	Do we need to complete Box 9 if pay has already issued for the Pay Period? And if pay has been issued before the employee goes out on SDI?	Yes. We go by the state pay period calendar even though the employee is under 1 day or more on SDI. Still certify under the 674D.	SCO Disability Unit
2	8/1/2019	Claim Filing	If an employee has a continuing health issue and LOA for 3 plus years, can a initial claim be extended or does the employee have to file a new claim?	<p>CUIC Code 2608-1. Continuous Period of Unemployment and Disability.</p> <p>In the case of two consecutive periods of disability due to the same or related cause or condition for which a first claim is initially filed.</p> <p>The period ends when an individual returns to and is able to perform his or her regular or customary work for a period of more than sixty (60) days.</p>	Scenario #7: Training Course and materials and/or EDD Website.
3	8/1/2019	Claim Filing	Can an SDI claim be backdated? For example: A claim that was previously denied back in 2017?	<p>Answered during course: You must complete and submit Part A and Part B of the Claim for Disability Insurance (DI) Benefits (DE 2501) form within 49 days from the date your disability begins or you may lose benefits. A PFL claim (DE 2501F) within 41 days.</p>	Training Course and materials and/or EDD Website.
4	8/1/2019	DI Calculator	<p>1) Is the Gross with or without VPLP?</p> <p>2) Is the Pay Differential (Supplement) with or without VPLP?</p>	<p>1) For Regular Pay we take base pay and subtract the cost of the VPLP day to get the Gross pay. Example base pay is \$3000.00, VPLP day costs \$200.00 so Gross pay is \$2800.00- listed under SALTOT.</p> <p>2) Base pay is used- listed under BPAY</p>	SCO Disability Unit

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5	8/1/2019	Employee History	Where can we get more information regarding the Affordable Care Act System ? Ex: S57, S50, & 715 transactions	Web-based training modules on the ACA's Employer Shared Responsibility provisions and the ACAS are available to HR staff responsible for entering employees' health benefit status information into the ACAS. Training modules are currently available on CalHR's website and can also be accessed through the SCO eLearning webpage at: https://sco.ca.gov/ppsd_elearning.html	Statewide Training (eLearning) Webpage
6	8/1/2019	FMLA/CFRA - Pregnancy	Duration Question Can CFRA be used in 2 week periods?	Under some circumstances, employees may take FMLA/CFRA leave intermittently, which means taking leave in separate periods of time, or by reducing their normal weekly or daily work schedule. If FMLA/CFRA leave is used for bonding with a child, the basic minimum leave duration is two weeks. However, the employer must grant a request for leave of less than two weeks on any two occasions.	CalHR Manual - 2100 Leave -2107 FMLA/CFRA
8	8/1/2019	Leave Credits	Can employees accumulated CTO while on SDI?	Please contact CalHR	CalHR
9	8/1/2019	Leave Credits	Can employees use Leave Credits to cover FMLA/CFRA?	Subject to certain conditions, employees or employers may choose to use accrued paid leave (such as sick or vacation leave) to cover some or all of the FMLA/CFRA leave. Employees may break the continuity of dock when using leave credits to cover an FMLA/CFRA absence. The employer is responsible for designating if an employee's use of paid leave counts as FMLA/CFRA leave based on information for the employee.	CalHR Manual - 2100 Leave -2107 FMLA/CFRA

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10	8/1/2019	VPLP	Do we remove employees from VPLP who are on SDI?	Yes departments can. Each department sets the program conditions and procedures (e.g., eligibility criteria, maximum carryover credits, operational limitations) for participation in the program.	CalHR Manual 2100 - 2114
11	8/1/2019	WC and SDI	If out on W/C (IDL) and files a claim for SDI for a different reason. Can they collect both as long as it doesn't exceed Regular pay?	Yes it is possible. For case by case basis, please have employees contact State Disability Insurance.	State Disability Insurance
12	7/30/2019	Leave Credits	Can an employee use uncompensable leave during the 7-day waiting period (i.e. PDD, HOL, ITO)?	Yes	See PPM
13	7/30/2019	Leave Credits	7-Day Waiting Period If an employee work a partial day and use sick leave for the remainder of the day and still have it counted as part of the SDI 7-day waiting period?	Claimants must serve a mandatory 7-day waiting period. If a claimant works a partial to full-day, SDI will block the days worked and separate the mandatory days required until the waiting period has been satisfied.	State Disability Insurance
14	7/30/2019	S50	715 Keying Is the 715 to be posted for each pay period to Qualify or Non-Qualify the payperiod? Or if a 715 has already been keyed and the next period will be a qualifying period, it will not need to be re-keyed?	When a person is on a S50, and has a qualifying pay period, then the 715 must be keyed each qualifying pay period at the end of the pay period. (Non-SDI) If the person is only on a LOA or Dock (No S50 in Employment History) then the 715 should be keyed for a Non-qualifying pay period.	SCO Benefits